



## Black Hawk County, Iowa

### Standard Non-Discrimination Notice to the General Public

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, national origin in programs and activities receiving Federal financial assistance. Specifically, Title VI provides that "no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance" (42 U.S.C. Section 2000d). In addition, Section 504 of the Rehabilitation Act (29 U.S.C. § 794) and Title II of the Americans with Disabilities Act (28 C.F.R. Part 35) prohibit discrimination based solely on an individual's disability. Discrimination based on an individual's age is also prohibited under The Age Discrimination Act of 1975 (42 U.S.C. §6101). Black Hawk County hereby gives public notice that it is the policy of the county to assure full compliance with the above regulations. The Civil Rights Restoration Act of 1987 amended Title VI to specify that entire institutions receiving Federal funds, whether schools, colleges, governmental entities, or private employers must comply with Federal civil rights laws, rather than just the particular programs or activities that receive Federal funds. We are also concerned about the impacts of our programs, projects, and activities on low income and minority populations ("Environmental Justice") under Title VI. Black Hawk County assures that every effort will be made to prevent discrimination through the impacts of its programs, policies and activities on minority and low-income populations. Black Hawk County will take reasonable steps to provide meaningful access to services for persons with limited-English proficiency. In the event that Black Hawk County distributes federal-aid funds to a second-tier subrecipient, Black Hawk County will include Title VI language in all written agreements. Any person who believes that they are being denied participation in a project, being denied benefits of a program, or otherwise being discriminated against because of race, color, national origin, gender, age, or disability, may contact:

Title VI Coordinator, Black Hawk County  
Human Resources Department  
316 E. 5<sup>th</sup> Street, Waterloo, IA 50703  
Phone: (319)833-3009 - FAX (319)833-3144

Complaints should be filed within 180 days of the alleged discrimination. Individuals may also file a complaint with the Waterloo Human Right Commission, 620 Mulberry St, Waterloo, IA 50703, phone (319)291-4441; or the appropriate state or federal agency distributing federal assistance to Black Hawk County. For a list of federal agencies please contact the Human Resources Department at the above number or visit the Black Hawk County website at [www.co.black-hawk.ia.us](http://www.co.black-hawk.ia.us).

**Reference: 42 U.S.C. §42.405 Public Dissemination of Title VI information**

Federal agencies shall require recipients, to display prominently in reasonable numbers and places posters which state that the recipient operates programs subject to the nondiscrimination requirements of Title VI, summarize those requirements, not the availability of the Title VI information from recipients and the federal agencies, and explain briefly the procedures for filing a complaint. Recipients shall also include information on Title VI requirements, complaint procedures and the rights of beneficiaries in handbooks, manuals, pamphlets and other material which are normally distributed to the public to describe the federally-assisted programs and the requirements for participation by recipients and beneficiaries. To the extent that recipients are required by law or regulation to publish or broadcast program information in the news media, federal agencies and recipients shall insure that such publications and broadcasts state that the program in question is an equal opportunity program or otherwise indicate that discrimination in the program is prohibited by federal law. Where a significant number or proportion of the population eligible to be served or likely to be directly affected by a federally assisted program needs service or information in a language other than English in order effectively to be informed of or to participate in the program, the recipient shall take reasonable steps, considering the scope of the program and the size and concentration of the population, to provide appropriate languages to such persons. This requirement applies with regard to written material of the type which is ordinarily distributed to the public.